

Letter of Understanding

The Laboratory will make a one- time One Thousand dollar (\$1,000.00) adjustment to base pay to offset the financial impact of January 1, 2012 changes to our medical plans to each member of the Electrician/Mechanics (FESS) bargaining unit. The adjustment will be effective 4/1/2012.

This one time base pay adjustment will supersede the Schedule of Wages included in the April 1, 2011 CBA. The amended Schedule of Wages is below:

Schedule of Wages Amended 4/10/12

Effective 4/1/2011

<b>Position</b>	<b>Starting Hourly Rate</b>
IV	\$29.91
Lead	\$31.55
Working Foreman	\$32.31

Effective 4/1/2012

(0.0% negotiated increase) with wage reopener if Laboratory salary freeze is lifted in FY 2012

\$1,000.00 adjustment to base pay to mitigate health insurance premium increase (48 cent increase)

<b>Position</b>	<b>Starting Hourly Rate</b>
IV	\$30.39
Lead	\$32.03
Working Foreman	\$32.79

Effective 4/12/2013

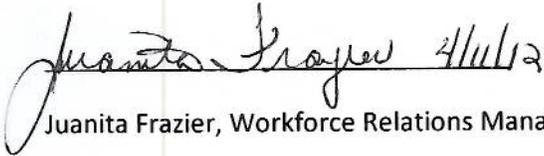
(0.0% increase) with wage reopener if Laboratory salary freeze is lifted in FY 2013

Position	Starting Hourly Rate
IV	\$30.39
Lead	\$32.03
Working Foreman	\$32.79

AGREED:

FOR THE LABORATORY:

FOR THE UNION:

  
Juanita Frazier, Workforce Relations Manager

  
Terry Kimmel, Business Representative